

Tri-City Citizens Union for Progress, Inc.
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"REDEEM THE CITIES"

A Program for Local Self Reliance

Rebecca Doggett Andrade
Executive Director

Maso P. Ryan
President



Introduction

A. History

In late 1966, activists in Newark, Jersey City and Paterson formed a coalition convinced that the cities could be redeemed through organizing self development projects in the most urbanized areas of New Jersey.

The theme was "Redeem the Cities" and everyone who believed in the viability of the cities was called upon to help. The coalition was a coalition of clergy and civil rights activists, of black and white, of poor, working class and middle class. There was a role for everyone who wanted to help. The goals of the tri-city coalition were:

1. Economic development of the community
2. Education of children and adults for the world of work
3. Greater awareness of the cultural heritages of the community
4. Wider civic participation
5. General community rehabilitation

Ten years later, members of the organization in Newark can reaffirm these goals and are convinced that this is the correct strategy for redeeming the cities.

B. Board Profile

Board of Directors

President Emeritus	Ulysses B. Blakeley Clergyman; former executive, Black Presbyterians United; former executive, Presbytery of Newark; founding member of Tri-City
President	Maso P. Ryan Public School teacher; active civic leader; founding member of Tri-City
Secretary	Lillian Green Legal secretary; member, Citywide Parents Advisory Council; District Chairperson, County PTA, Region III; active civic leader
Treasurer	Robert Carroll Skycap, Newark Airport; former president, Amity Village Co-op; special policeman
Members	Daniel Brown Plant supervisor; former president, Amity Village Co-op Emma Moore Student; parent of children enrolled in Tri-City People's Center; Chairperson of Policy Committee Margaret Thompson Legal secretary; civil liberties supporter; long time friend of Tri-City Barbara Bertschy Art teacher, Irvington High School; Coordinator of Cooperative Education Program, Irvington High School; member, various educators' associations Walter Barry President, Applied Housing; member, National Association of Rehab Builders; member, Home Builders Association; former trade union organizer; helped found Amity Village as operating head of Priorities Investment Corp.

Board Profile (cont'd)

Rebecca Kingslow
Former Director, ESEA Title I, Orange
Board of Education; former Assistant
Professor of Education, Upsala College;
former Director, Monmouth Day Care Center;
member, numerous educational associations

Alwin Arce
Juris Doctorate Candidate, Seton Hall
University School of Law; former
Assistant Dean, Seton Hall University;
Co-founder, Puerto Rican Institute,
Seton Hall; Active in Puerto Rican affairs
in Newark

C. Tri-City Trust Fund

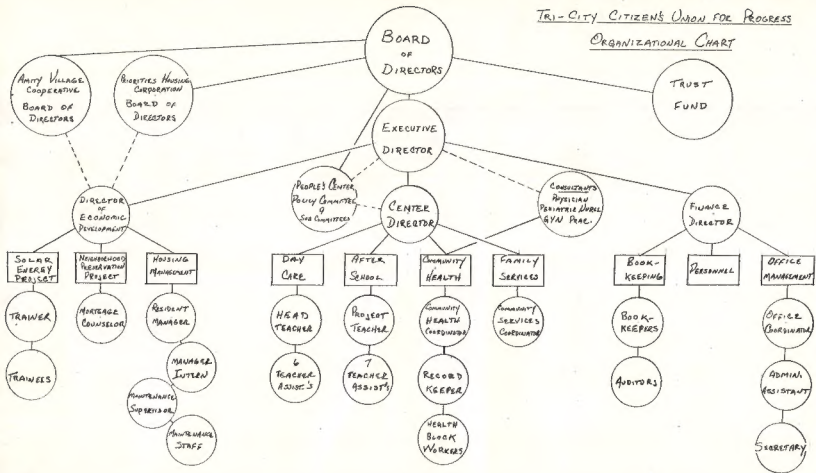
Chairperson

Vera Brantley McMillon
Member, New Jersey Historical Commission;
former teacher of Social Studies, Kean
College (Newark State College); former
Supervisor of Social Case Work, Newark
Dept. of Welfare; member, Alpha Kappa
Alpha Sorority; founding member of Tri-City

Trustee

John W. Alexander, M.D.
Newark pediatrician; former President,
Orange Board of Education; Board Executive,
WNJR Radio; advisor to N. J. College of
Medicine & Dentistry

TRI-CITY CITIZENS UNION FOR PROGRESS
ORGANIZATIONAL CHART



II. Statement of the Problem

A. Training of Staff

The Citizens Union for Progress is committed to redeeming the cities through people development as well as physical rehabilitation. This means that a great deal of time and effort must be spent on recruiting and training neighborhood people to work in the various programs.

The majority of neighborhood staff are people who had been unemployed or underemployed. The world of work has not been a real or productive place for most. Supervision and staff development for people out of that kind of negative experience is time consuming. Only person-to-person, individualized work sets the results needed. Supportive services must also be available to help people solve some of the personal problems that frequently cause high absenteeism and poor concentration on the job.

Staff analysis -

	12 Square Block Residents	Newark Residents	Non-Newark
Directors	XX	2	1
Office-staff (clerical & bookkeepers)	3	1	2
Supervisors	3	XXX	2
Housing staff	5	XXX	1
Teaching staff	10	1	2
Health staff	8	2	3
Totals	29	6	11

B. Training in Community Leadership

The same kind of concentrated effort is needed to develop policy making leadership among neighborhood people. Most low income people have not been a part of any organization or experience that gives them skills in group decision making. The idea that one has a right to participate is new. Then the skills of how to participate must be learned. The third disadvantage for working class people is the demand on their time. Committee work takes time. For most people, their participation extends their work day. Unlike middle class participants, the neighborhood people do not have the types of jobs that permit them to use part of their work time to get their volunteer work done. Meetings must be held in the evenings and week ends.

Training in Community Leadership (cont'd)

In addition, there is little public support for poor people's problems, which means that solutions are not readily available. To get redress for one problem often requires an intensive campaign. This vast expenditure of energy for minor gains is discouraging and disillusioning to staff and policy makers as well. In summary, we are working under tremendous handicaps.

Policy making Boards and Committees -

Each one of these bodies is an active, on-going group, meeting more than once per month and requiring staff participation and follow-up. They are the vehicles by which consumers and other interested citizens participate in decision making in the organization. Therefore, they are the mainstay of the organization.

- Tri-City Citizens Trust Fund
- Tri-City Citizens Union for Progress Board of Directors
- Amity Village Co-op Board (100% cooperators)
- Amity 2A Tenant Committees (100% residents)
- People's Center Policy Committee (70% parents & consumers)
8 program sub-committees (100 parents and consumers)

Coalitions -

- Emergency Committee to Save Child Care
- Statewide Coalition for Child Care
- Essex County Title XX Coalition (Social Services)
- Worcester Reinvestment Campaign
- National Association of Neighborhoods

C. Poor people need coalitions to win

Public policy does not support the efforts of the poor and working class to survive in dignity. We are convinced that gains can be made only through coalition effort; support for a democratic society must come from all classes of people and from all nationalities of people in this country.

Because a substantial portion of the organization's funds are administered by public agencies, time and energy must be spent setting the bureaucracy and the electorate to respond. Considerable staff time is spent processing the forms and complying with the procedures established by the city, state and federal bureaucracy.

On the other hand, parents, residents and other allies in the policy making structure focus on the elected officials to make sure that supportive policy matters, legislation and appropriations are accessible to community programs.

III. Rationale - What has the Citizens Union for Progress accomplished?

Most funding we currently receive is designated and earmarked for specific projects. However it is clear that these programs must be developed, funded and implemented at the initiation of the core staff. Following is a summary of those projects and activities.

Citizens Union for Progress - The parent organization has provided the continuity and stability for programs in the past 10 years. The daily work is supervised by the Executive Director, Director for Economic Development and Finance Director. These directors with the assistance of the office staff:

1. Provide staff work for the Board and Trust Fund.
2. Prepare monthly financial reports for the Board and public agencies
3. Supervise and train managerial level staff who head projects
4. Prepare proposals and direct fund raising efforts
5. Recruit and train staff for new projects
6. Provide technical assistance to committees when needed - train supervisors in how to work with policy making committees
7. Provide technical assistance to other organizations as part of our coalition building work.

Neighborhood Preservation (new) - This project will provide a dollar for dollar grant to homeowners who want to rehabilitate their homes. Our responsibility will be to publicize the availability of the grants counsel applicants on the availability of mortgage loans and to help negotiate loans from local lending institutions. The project may also expand to include absentee landlords as well.

Solar Energy Project (new pilot) - will train neighborhood people in an upcoming technology that is becoming more and more in demand - also will determine to what extent solar can reduce expenses for heating hot water. Public Service Gas and Electric Company will assist with providing collectors for one building and monitoring devices for two of the three pilot buildings.

Amity Village Cooperative is made up of 96 families who elect an Executive Board. The Co-op is carrying a 35 year mortgage with city approved tax abatement. The major projects it is now involved in are a building managers effort intended to upgrade maintenance of the building and a campaign to prevent a 300% (!) increase in its liability insurance. The Citizens Union serves as managing agent.

Amity Village 2A is made up of 201 families. The property is currently owned and managed by the Citizens Union with a goal to convert it into a cooperative by 1978. Much time is being spent meeting with the tenants of 38 different buildings and forming tenant committees in each or clusters of buildings.

Bicultural Day Care - 30 children, ages 2 - 5 years. 30% Hispanic. Children are served from 7:30 a.m. to 5:30 p.m. while their parents are working or in school. The program concentrates on language arts, math concepts, physical development and citizenship. Parents participate on a one-to-one basis to discuss the progress of their children as well as in committees. They are also active in fund raising activities.

Kindergarten/After School - 65 children, ages 6 - 9 years. Kindergarteners are served from 11:30 a.m. to 5:30 p.m., after schoolers from 3:15 p.m. - 5:30 p.m.

In addition to the learning program, each child receives a complete check-up at the Tri-City Children's Health Action Project. Parents have access to community services through counseling and referral. On going services are provided to the center by the Community Mental Health Center of the College of Medicine and Dentistry.

Community Health Education - preventive health care through annual checkups and nutrition counseling is emphasized. Neighborhood women serving as Health Block Workers, visit families in the 12 Square Block area urging them to use the clinics if they do not have a regular health care facility. The Health Block Workers also follow-up on women or children determined to have health problems. They also sponsor health education sessions for residents or provide transportation to residents to attend sessions outside of the neighborhood. Without this outreach component few people would respond to the preventive health care approach. People are oriented towards crises and treatment.

Children's Health Action Project - provides a complete physical examination and lab tests to children in the neighborhood as well as to other day care centers who lack health care facilities. The examination is done by a Pediatric Nurse Practitioner who spends a great deal of time getting a history from the parent(s) and results of the various tests and examinations.

Children's Health Action Project (cont'd)

The goal is to better inform parents so that they can tend to their children's needs. Assistance is given on referrals to treatment sites and in follow up. The clinic staff have bilingual members, including the PNP. The consulting physician speaks Spanish and is able to communicate directly with Hispanic parents. Services offered

physical examination	vision
lead	blood pressure
diabetes	T.B.
	hearing
	speech

Women's Health Action Project - since preventive health care is emphasized women's health is very important, not only from the prenatal care aspect but also from the food preparation stand point. Since low income women are primarily responsible for food purchase and preparation, winning them over to good nutritional practices affects the entire family.

The women's clinic offers: an internal examination, including PAP and gonorrhea tests, serology T.B., diabetes, blood pressure, height and weight, minor treatment for vaginitis, family planning services, pregnancy tests, prenatal counseling and referral, abortion counseling and referral. Emphasis is placed on helping women become better informed about their bodies and more assured about asking questions.

Teen Programs

H.A.P.P.Y. (Health Action Prevention Project for Youth) - The teen program is carried out on the volunteer help of staff parents and others who have an interest in teenagers. The group discusses health problems such as drug abuse, V.D., sex education and attitudes toward getting examinations. They are in the process of planning a health fair for teenagers in the neighborhood. Recreational activities are also planned.

Summer youth employment - in the summer of 1976 we received a state grant for youth employment. Our project called "Introducing Youth to the World of Work" concentrated on helping young people learn how to apply for jobs and how to function in a job situation. This in depth experience convinced us more than ever that public schools are not only failing but helping to foster negative attitudes toward work and achievement in low income youth.

Transportation - Project Go! began October 1976. We are the transportation site for residents in the entire Central Ward of Newark and a suburban area of the county. Senior citizens, handicapped people and other Title XX eligible people can arrange transportation by van to agencies, hospital clinics or other places they must go. Our site has the only female van driver.

Tri-City Citizens Union for Progress

V. Summary of Funding Sources in 1977

Program	Funding Source(s)	Totals
Citizens Union for Progress	Management fees	46,515
	Amity Co-op	15,031
	Amity 2A	31,484
	Shared costs from projects	22,956
	*Victoria Foundation	5,000
	Pledge Campaign	40,000
	Request to Samuel Rubin	25,000
Neighborhood Preservation	State of N.J./City of Newark	<u>18,750</u>
	Sub-total	158,221
Solar Energy Project	Victoria Foundation	16,750
Bicultural Day Care -----		78,000
	City of Newark	14,625
	State of N.J.	4,875
	Federal Title XX	58,500
Kindergarten/After School -----		121,500
	Victoria Foundation	20,000
	State of N.J.	5,273
	Contributions	5,102
	Federal Title XX	91,125
Community Health Education & Women's Health Action Project	**Florence and John Schumann Foundation	40,000
Children's Health Action Project	City of Newark (est.)	16,000
	Medicaid (est.)	15,000
	Grand Total	\$445,471

*The total grant from Victoria Foundation is \$38,000. It is specified for several projects. 1977 will mark their fifth year of funding to our programs.

**The Florence and John Schumann Foundation has always been our main source of support in community health care. 1977 will mark their fifth year of funding.

Tri-City Citizens Union for Progress

VI.

Projected Expenditures

Union	Projected Budget-1977	Summary Projected Budget-1977
1. Salaries		
Central Administration		38,707
Executive Director	19,425	
Office Coordinator	9,282	
Administrative Asst.	10,000	
Economic Union		46,400
Dir. for Economic Dev.	16,800	
Resident Manager	12,000	
Bookkeeper	9,100	
Manager Intern	8,500	
Salaries Total		85,107
2. Fringe Benefits 15%	12,766	<u>12,766</u>
Total Personnel		97,873
3. Consultant Contract		6,400
Attorney	400	
Accounting	1,200	
Auditing	3,500	
Payroll (computer)	1,300	
4. Transportation	2,400	2,400
\$200 x 12 mo.		
5. Space Costs	16,800	16,800
6. Utilities	2,700	2,700
7. Food	XXXXX	XXXXX
8. Classroom Supplies	XXXXX	XXXXX
9. Other Consumables		1,380
Office	900	
Maintenance	240	
Food	240	
10. Equipment Rental	XXXXX	XXXXX

Tri-City Citizens Union for Progress
Projected Expenditures (con't.)

Union	Projected Budget-1977	Summary Projected Budget-1977
11. Other Expenditures		12,768
Insurance	3,000	
Van Expenses		
Maintenance Repair	500	
Fund Raising	5,000	
Program	1,000	
Conferences	500	
Miscellaneous	500	
Bonus	2,260	
12. Equipment Purchase	500	500
13. Minor Remodeling		
14. Debt Reduction		17,400
Principal	15,000	
Interest	2,400	
Total Non-personnel		60,348
GRAND TOTAL		158,221

Tri-City Citizens Union for Progress

VII.

Projected Income - 1977

	Projected Income - 1977	Totals
MANAGEMENT FEES		46,515
Amity Village Co-op	15,031	
Amity Village #2A	31,484	
SHARED SPACE COSTS		22,956
Day Care	9,000	
Kindergarten/After School	9,756	
Community Health	4,200	
APPROVED GRANTS		23,750
Neighborhood Preservation	18,750	
Manager Intern	5,000	
*FUND RAISING		65,000
Pledge Campaign	40,000	
This Request	25,000	
GRAND TOTAL		158,221

*Fund Raising ----- Goal \$65,000

Pledge Campaign ----- \$40,000

The Board of Directors has launched a pledge campaign to raise the majority of the \$65,000 needed. After ten (10) years of work in Newark we have gained a large number of beneficiaries, friends and supporters who we believe are anxious for us to continue our work.

Our staunchest supporters are being recruited to get at least 10 pledges at \$50.00 each. For people of low and modest income, we are proposing that people pay one dollar per week. The purpose of the pledge campaign is not only to raise funds but also to develop a roster of identifiable supporters or a general membership. This effort will broaden our base of support so that we are not completely dependant on private and public grants. The community must be given an opportunity to financially support its own institutions.

Request to Samuel Rubin Foundation ----- \$25,000

The philosophy of the organization has been to seek funds for specific projects that were needed in the community. We have demonstrated our ability to attract small and large grants for this purpose. However, each time a new project evolves it adds more responsibility on to the parent organization: work programs must be developed; new staff must be recruited, trained and supervised; fiscal and personnel demands increase.